Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

September 30, 2010

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The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Recent Collective Bargaining Settlements

Summary reports of collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. For a complete list, see Listing of Ratified Settlements by Province.

Province, Employer, Union, Bargaining Unit and File Number	Settlement Month/Year
Ontario Xstrata Canada Corporation National Automobile, Aerospace, Transportation and General Workers Union 1,080 production employees **0017809**	Feb 10
Alberta Twelve Public and Separate Schools of the Alberta School Boards Alberta Teachers' Association 21,680 elementary and secondary teachers **1048110**	Feb 10
Yukon Territory Government of Yukon Public Service Alliance of Canada 3,200 all categories **0675710**	May 10
Multiprovince Professional Association of Canadian Theatres Canadian Actors' Equity Association 5,500 stage entertainers and production employees **0633412**	Aug 09

Canada

Negotech, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Saskatchewan				
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Multiprovince				
Canada Revenue Agency	PSAC	33,160	B	Oct 10
Government of Canada	Various unions	27,560	B	Nov 09/Dec 10
Canada Post Corporation	CUPW	6,000	ARB	Sep 09
Federal Jurisdiction, Private Sector				
Multiprovince				
Canadian National Railway Company	Teamsters Canada	2,700	CO	Jul 10
NAV CANADA	IBEW/ CAW-Canada	1,620	B/TENT	Aug 09/Apr 10
British Columbia				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector				
Prince Edward Island				
Government of Prince Edward Island	PEIUPSE	1,950	ARB	Mar 10
Prince Edward Island Department of Health	PEIUPSE	1,000	ARB	Mar 09
Nova Scotia				
Government of Nova Scotia	NSTU	10,000	B	Jul 10
Capital District Health Authority	NSGEU	8,350	B	Oct 09
Nova Scotia Association of Health Organizations	NSNU	3,580	B	Oct 09
Government of Nova Scotia	CUPE	1,650	B	Oct 09
Halifax Regional School Board	CUPE	770	B	Jul 09
New Brunswick				
Government of New Brunswick	NBUPPE/CUPE	11,040	B/TENT	Dec 08–Feb 09– Dec 09–Mar 10
Quebec				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	174,820	B/MED/ TENT	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B/MED/ TENT	Mar 10
Gouvernement du Québec	Various unions	68,990	B/TENT	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B/MED/ TENT	Mar 10
City of Montréal	Various unions	9,160	ARB/CO	Dec 06/Aug 08

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Quebec (continued)				
Hydro-Québec	Syndicat professionnel des ingénieurs d'Hydro-Québec inc.	1,490	B	Dec 08
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	B	Jun 09
City of Québec	Fraternité des policiers et policières de la Ville de Québec	800	ARB	Dec 06
Ontario				
Ontario Hospital Association	SEIU	15,000	ARB	Oct 09
City of Toronto	IAFF	3,000	B	Dec 09
Manitoba				
Government of Manitoba	MGEU	13,500	B	Mar 10
Saskatchewan				
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	TENT	Mar 08/Mar 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
City of Saskatoon	CUPE	1,490	B	Dec 09
City of Regina	CUPE	1,200	B	Dec 09
British Columbia				
Community Social Services Employers Association	BCGEU	15,000	B	Mar 10
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Nunavut				
Government of Nunavut	NTA	640	MED	Jun 09
Provincial and Territorial Jurisdictions, Private Sector				
Quebec				
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	TENT	Apr 10
Ontario				
Construction Sector	Various unions	19,200	B	Apr 10
Loblaws Supermarkets Limited	UFCW Canada	15,390	MED	Jul 10
Zehrs Markets, division of Zehrmart Limited	UFCW Canada	11,340	MED	Jul 10
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	ARB	Apr 10
Hamilton Steel GP Inc.	USW	2,400	B	Jul 10
Leisureworld Inc.	SEIU	2,070	ARB	Apr 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10
Essar Steel Algoma	USW	590	CO	Jul 10
Alberta				
Canada Safeway Limited	UFCW Canada	10,725	B	Mar 10
XL Foods Lakeside Packers	UFCW Canada	2,100	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Private Sector (continued)				
British Columbia				
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	7,500	B/TENT	Jun 09

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within the same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are indicated by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within the same union or in various unions are expiring, for example, either in July 2007 or April 2008, and their expiry dates are indicated by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Canada Post Corporation	CUPW	48,000	Mar 11
Federal Jurisdiction, Private Sector			
Air Canada	Various unions	25,730	Dec 10/Mar 11
TELUS Corp.	TWU	13,700	Nov 10
Canadian National Railway Company	CAW-Canada	4,130	Dec 10
Canadian Pacific Railway	CAW-Canada	2,290	Dec 10

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations (continued)			
Provincial and Territorial Jurisdictions, Public Sector			
Ontario Hospital Association	Various unions	57,970	Mar 11
Universities (Ont.)	Various unions	16,620	Apr/Jun/Aug 10
HBA Services	HSAA	14,000	Mar 11
City of Montréal	CUPE	10,000	Dec 10
Toronto Transit Commission	ATU	8,970	Mar 11
Government of New Brunswick	NBNU	5,800	Dec 10
Government of Nunavut	PSAC	2,100	Sep 10
London Health Sciences Centre	CAW-Canada	1,190	Oct 10
Provincial and Territorial Jurisdictions, Private Sector			
Pratt & Whitney Canada	CAW-Canada	2,800	Feb 11

Major Work Stoppages

Involving 500 or more employees from **August 27th to September 9, 2010**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union and Employees	Issues	Starting	Ending
Sears Canada (Logistics Centre) Vaughan, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 540 warehouse employees	Not available	Apr 1/2010 Lockout	

Readers' Corner

The Service Canada and Human Resources and Skills Development Canada Library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

Mental Health in the Workplace

Mental health is described by the World Health Organization as "... a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community" (WHO 2001).

For many years, employee mental health was an issue seen as being separate from the organization. We are now aware of the effects an organization has upon the individual, as well as recognizing that healthy individuals, in turn, have a measurable impact upon the functioning and success of the organization.

See the Readers' Corner for reading material on "Mental Health in the Workplace". Other references on the subject, in French only, are available on the French Web site.

To view previously published abstracts, visit the Library Web site.

Coming in the Next Issue

- Wage Settlements—**August 2010** Analysis and Wage Data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

Client Services at 1-800-567-6866 - Ottawa-Gatineau area at 819-997-3117

Mailing List—Add or Remove My Name

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

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